

Rhode Island. Access to capital and sound business advice are critical to growth and are often cited as a major factor in business success.

The hundreds of thousands of small businesses across this country provide the majority of jobs to Americans. These loans have allowed entrepreneurs to start their own businesses, given small businessmen the capital needed to expand existing companies, and have created jobs for thousands of people in the State of Rhode Island alone. The additional investment in the future of small business will help keep the economy strong.

Mr. Speaker, I ask my colleagues to join me in commending the Rhode Island branch of the Small Business Administration. Without the dedication and hard work of all those involved, business in America would not be what it is today.

**PRAISE FOR MS. JACQUELINE KEMPNER, SPRING HONOREE OF THE UNITED JEWISH APPEAL OF BERGEN COUNTY, NEW JERSEY**

**HON. STEVE R. ROTHMAN**

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 6, 1998*

Mr. ROTHMAN. Mr. Speaker, I rise today to honor one of the great women of my community in Bergen County, New Jersey—Ms. Jacqueline Kempner. Jackie Kempner has spent her life distinguishing herself as a cornerstone of both the local Jewish and secular communities. She has spent thousands of hours of hard work and dedication constructing a solid network among local Jewish and neighborhood organizations.

Jackie is being honored this year by the United Jewish Appeal for her years of service to the Jewish community. She founded the future leaders of the Northern Jersey Jewish community. She has served on the UJA Federation's Young Women's and Women's Divisions, eventually becoming the Young Women's Division's chair. And she is a member of the prestigious group of donors called the Lion of Judah.

During her many years of service, Jackie's passion has been the cultivation of our young people, specifically preparing young women from across North Jersey to assume the mantles of leadership, community and responsibility. She is passing on the lessons her parents taught her to a new generation of Americans. Without individuals with the drive and dedication of Jacqueline Kempner, the torch of leadership and the wisdom of those who went before us would be lost to the generations to come.

Jackie Kempner is a friend, not just to me, but to everyone with whom she comes in contact. She is the kind of person who brightens the day and makes things work. The UJA, the Federation and the various other civic and religious organizations that she has touched would not be as active and vibrant today without her tireless efforts. She truly is an inspiration to us all.

One of the characteristics I personally respect about Jackie Kempner is that she knows that charity starts in the home. She has been just as giving and caring to her own family as she has been to her community. She and her

husband Michael have raised two beautiful and intelligent children in Zachary and Melissa.

Ms. Speaker, all of this being said, I wish to take a moment and wish Jackie Kempner all the best and continued success with her endeavors in Bergen County and throughout the world. A simple "thank you" cannot convey what we and future generations owe to Ms. Kempner; however, I hope that all of my colleagues have individuals in their respective districts like Jacqueline Kempner because it is people like her that ensure that the United States of America will continue to be a wonderful place to live for generations and generations to come.

#### TRIBUTE TO OUTSTANDING EDUCATORS

**HON. PETER J. VISCLOSKY**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 6, 1998*

Mr. VISCLOSKY. Mr. Speaker, it is my distinct honor to commend eight dedicated teachers from Northwest Indiana, who have been voted outstanding educators for the 1997–98 school year. These individuals, Mary Czapko, Donna Dowty, Marilyn Edwards, Bill Gresh, Peter Hedges, Nancy Mills, Judith Musselman, and Mary Tanis, will be presented the Crystal Apple Award at a reception at the Radisson Hotel at Star Plaza in Merrillville, Indiana, today, May 6, 1998. Mary Czapko will also receive the torch of Knowledge Award for being selected the outstanding member of this distinguished group of educators.

Mary Czapko has been a first grade teacher at Lincoln Elementary School in Roselawn, Indiana for 22 years. She is known as a dedicated teacher by her colleagues, since she puts so much time into planning her lessons and developing special projects for the school and her surrounding community. Mary has since handedly organized such programs as "Green Eggs to Hamlet", which involved convincing community members to read to young children in all three of the public libraries in her area. She was also active in "Read Across America" family reading night on Dr. Seuss' birthday, and was instrumental in developing the "Math Their Way" program in the North Newton School Corporation. An individual with a strong commitment to early childhood education, Mary has even used her own money to purchase books to create a resource library for all teachers in the North Newton School Corporation.

Donna Dowty, a teacher described by her colleagues as someone who puts the needs of children first, has also taught within the North Newton School Corporation for 22 years. Donna began her career as a kindergarten teacher at Lincoln Elementary School, where her development of a kindergarten graduation program has remained a tradition for 23 years. Over the years, she has taught kindergarten, first, and second grade at Morocco Elementary School, and she has become well-known for working with parents for the betterment of their children's education, as well as doing whatever it takes to get a child to succeed. Donna participates in a variety of programs and committees, including the Parent Teacher Organization and technology committee. One

of her most noteworthy accomplishments was obtaining a 4R grant for mini-computer labs in Morocco Elementary School's kindergarten and first grade.

Marilyn Edwards has been a science teacher with Taft Middle School for over 20 years. During this time, she has become known for making the success of her students her top priority. A strong belief in cooperative learning has marked her career. Hands-on learning methods are used in her own classroom, and she has been instrumental in integrating lab activities into the school's curriculum. Some organizations to which Marilyn belongs include: the Indiana Science Assessment Teachers' Association; the Indiana Science Teachers' Association; and the National Science Teachers' Association. Locally, she serves on the Crown Point and Taft Professional Development Committees, and she is a member of Taft School's Improvement Team, which guided the staff's transition from a junior high school to a middle school. Marilyn is described by those who know her as a professional, caring, and hard-working teacher who has improved education at all levels.

Bill Gresh, who has worked at Lowell High School for 12 years, has made his mark on education by placing the school's Media Center at the forefront of technology and innovation. Bill changed the Lowell High School Library into a Media Center, beginning with the installation of an electronic card catalog and CD ROMs, and culminating with the current online services in place. Over the years, Bill's focus has remained clear: to make available a plethora of current resources available to students, faculty, and staff. Bill's colleagues describe him as a professional who is available, approachable, and accommodating. If a new teaching idea is being considered, Bill is known to work with the necessary individuals to make worthwhile projects a reality. As a 20-year veteran of the teaching profession, Bill remains devoted to securing for teachers the tools they need to deliver state of the art instruction to their students.

Peter Hedges has been a science teacher at Highland Middle School for the past 34 years. Peter is known by his students and colleagues, alike, for his enthusiastic and good-humored approach to teaching. His wit makes his presentations entertaining and informative for his students, and encourages them to become excited about the subject matter. Those who work with Peter describe him as being a voice of reason, as he often reminds them that the reason for being a teacher is to educate children. His colleagues agree that they are better people for having known and worked with him.

Nancy Mills has been a devoted Spanish teacher for 25 years, 19 of which she has spent teaching at Lowell High School. For many years, Nancy has successfully taught the fourth year Spanish class at Lowell. According to Purdue University, 56 of the 76 credits college credits Lowell students accumulated through Advanced Placement (AP) testing last year, were granted to Spanish students. Indeed, every member of Nancy's 1997 Spanish class earned college credit.

Judith Musselman has been a Speech and English teacher at Highland High School for 34 years. Throughout her career, Judith has a reputation among her colleagues for working to advance the expertise, knowledge, and preparedness of the students she has instructed.

She has done so, not only through classroom instruction, but also through participation in various extracurricular endeavors. Judith has worked to improve the departmental curriculum, participating in departmental meetings, becoming involved in various training programs, and holding an active role in major committees, such as the technology committee. Over the years, Judith has worked to provide her students within an excellent education, and she has been rewarded as many of her students return to thank her for the work ethic she instilled in them.

Mary Tanis has been a Social Studies and English teacher at Kahler Middle School in Dyer, Indiana for 24 years. Throughout her career, Mary has designed a variety of creative projects in her classroom, which have sparked the interest of her students and fellow teachers. She has, for instance, implemented Arbor and Earth Day projects in her classroom. 16 years ago, she created a genealogy project, which is still used to teach children about their different heritages. Mary has also been a forerunner in keeping students apprised of technological resources available to them, and she was one of the first teachers in her school corporation to use the Internet as a classroom tool for instilling in students an interest in current events, history, and the weather. Mary's efforts to focus her young students on current affairs has led several of her former students to run for political office.

Mr. Speaker, I ask you and my other distinguished colleagues to join me in commending these outstanding educators on their receipt of the 1998 Crystal Apple Award. The years of hard work they have put forth in shaping the minds and futures of Northwest Indiana's young people is a true inspiration to us all.

#### BANKBOSTON SHOWS HOW DIVERSITY SHOULD WORK

#### HON. BARNEY FRANK

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 6, 1998*

Mr. FRANK of Massachusetts. Mr. Speaker, I was very pleased to receive from Chairman Charles Gifford of BankBoston an excellent report on the diversity program of the bank. BankBoston shows beyond dispute how an intelligent, supportive approach to diversity is fully compatible with a successful business in America today. Because the inclusion of gay and lesbian workers in diversity programs is unfortunately not yet as wide spread as it should be, I was especially pleased to note the recognition Mr. Gifford and BankBoston have given to this important aspect of a comprehensive diversity program. Given the prejudice against gay men and lesbians that still exist in many areas of our economy and society, I am grateful to Mr. Gifford and BankBoston for taking a leading role in this area. When a highly successful and very well respected institution such as BankBoston steps forward in this way, the lessons for society as a whole are profound. Because of this, I ask that the page from that diversity report illustrating the importance of inclusion of gays and lesbians in diversity programs be printed here. I do so not to suggest that the other aspects of the diversity program are unimportant, but because BankBoston is particularly de-

serving of praise for its willingness to take on this one prejudice which so many other entities fear to confront.

#### OUR COMMITMENT TO DIVERSITY: A STATEMENT FROM CHAD AND HENRIQUE

We are deeply committed to building a diverse workforce, and are confident that we can and must effectively manage our diversity. But, when BankBoston chose diversity as one of Our Values, many of us in executive management immediately foresaw some challenges.

First, we need to educate our workforce, so we all recognize diversity as the critical business issue that it is. Second, we need to use that understanding and appreciation to leverage diversity as an integral instrument in providing value for customers and shareholders. And third, we must hold ourselves accountable and determine whether we have achieved this vital goal.

Like most business people, we live by the motto that "what gets measured gets managed." This focus on measuring performance quantitatively encourages structure, discipline and accountability. At BankBoston, we use many processes to measure our performance against goals. We survey customers to see how well we are meeting their expectations. We chart our financial performance to determine whether we are hitting our Managing for Value targets. We even use a detailed Performance Development Process to ensure that we manage employees' development.

Some goals, however, do not lend themselves as easily to numbers and graphs. In fact, when you try to measure success in managing diversity through only numerical means, you risk missing the broader and deeper picture. For example, if you meet your targets at hiring more people of color, but you don't create a safe and supportive environment in which their talents and abilities flourish, you will ultimately fail. Even if employees don't physically leave the organization, they may fall short of their potential without sufficient recognition and development.

Diversity is also a moving target. As cultures and demographics shift, diversity itself takes on new meaning. Just 20 years ago, diversity was seen as the need to hire and promote more women and people of color. Today, it is commonly accepted that we must think more broadly than race and gender. We must harness the diverse talents and perspectives of all employees, in our efforts to meet our business goals. This includes changing the way we manage and interact as team members with people who have different styles of learning and working, and managing diversity as a key business advantage in our increasingly multicultural markets. In an evermore diverse and competitive marketplace, we cannot afford to exclude any perspectives.

The costs of not managing workforce diversity are well documented—high turnover, high absenteeism and low productivity. The benefits of managing diversity are also well established—increased creativity and innovation, greater productivity, increased employee satisfaction and loyalty, larger market share and, ultimately, enhanced shareholder value.

This report—focusing on three critical areas of diversity for BankBoston (i.e., investing in our employees, customers and community)—is an example of our sincere commitment. It is one more step in our ongoing journey. We are publishing it to educate our workforce on the value of diversity, to share our successes thus far and to hold ourselves, as an institution, accountable for our progress.

CHAD GIFFORD,

*Chairman and Chief  
Executive Officer.*  
HENRIQUE MEIRELLES,  
*President and Chief  
Operating Officer.*

#### BRIAN BUSH: SETTING THE RECORD STRAIGHT ON GAYS AND LESBIANS

It's the moment of truth for many gay and lesbian employees, the moment you "come out" and be yourself. For Brian Bush, it happened almost two years ago.

The reaction from colleagues and management? "I've received nothing but support," says the head of BankBoston Connecticut's Gay & Lesbian Resource Group. "To know and work with someone who's gay dispels stereotypes. We're very much the same as others. We work hard, care about our careers and have committed relationships."

An assistant vice president in Corporate Lending, Brian can attest to the value of having employees free to focus on their jobs instead of covering up who they are. "Most gays and lesbians wear masks in the workplace and try to act like heterosexuals," he continues. "How do you respond when you receive a personal call at work? What do you say when people talk about their family and social activities? It seems unfriendly not to share details with your coworkers. It takes away from the concept of teamwork. Since coming out, I can focus all my energy on my job."

Brian expects it will be easier for the Bank to generate new business and attract more highly qualified employees, once people learn how supportive the Bank is regarding diversity. "We're very fortunate to have a CEO who has gone out of his way to offer support," he observes. "The Bank's ongoing commitment will show people that our corporate value of diversity is here to stay."

Brian says the recently introduced extended family benefits, which includes domestic partners, "is the icing on the cake. We've made a lot of progress in the last two years, and are way ahead of most companies."

#### RECOGNITION OF THE PROVIDENCE PUBLIC HOUSING AUTHORITY

#### HON. ROBERT A. WEYGAND

OF RHODE ISLAND

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, May 6, 1998*

Mr. WEYGAND. Mr. Speaker, I rise today to commend the Public Housing Authority of Providence, Rhode Island. In ten short years they have managed to turn around some of the most depressing public housing projects in the city, and create a rejuvenated community full of hope and promise for its residents.

In 1986 the board of the Providence Housing Authority had to make some tough choices. At that time the agency was plagued by many problems. Housing residents complained of the poor conditions of their buildings. Stairs within the buildings were crumbling creating safety hazards. Garbage pickup had been neglected. Local banks no longer trusted the agency's checks. The U.S. Department of Housing and Urban Development threatened to cut off funding if the agency's problems were not solved.

When President Franklin D. Roosevelt launched public housing in 1937, the intent was to provide temporary housing for families in financial straits. Screening was strict; tenants had to be employed. After World War II, the character of public housing gradually